

Subject file 110-

9 October 1956

MEMORANDUM FOR THE RECORD:

SUBJECT: Junior Officer Training Program

1. The responsibility for administration of the Junior Officer Training Program was transferred from the Office of Personnel to the Office of Training during the summer of 1956.

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2. Concurrent with the change in the responsibility to the Office of Training [] dated 15 August 1956 which contains a statement of the Policy, Responsibilities, and procedures was issued; this issuance rescinds [] issued 14 January 1956 covering the same subject.

3. See regulations file - [] for background material on this subject.

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DOC	1	REV DATE	22-6-81	BY	[]
ORIG COMP	—	OPI	32	TYPE	01
ORIG CLASS	M	PAGES	1	REV CLASS	U
JUST	—	NEXT REV	—	AUTH:	HR 70-2

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18 OCT 1955

MEMORANDUM FOR: Acting Chief, Development Staff, OP
SUBJECT : Transcript of CIA Career Council Meeting,
15 September 1955

1. Attached is an excerpt from the transcript of the CIA Career Council concerning the Council's discussion of the Junior and Senior Career Development Programs. This excerpt is background material for your files, if so desired.

2. It is the policy of the Career Council that direct quotations, "on the record", from the transcript are not authorized.



Executive Secretary
CIA Career Council

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Attachment:
Excerpt from transcript
of CIA Career Council
(p 5 - pt p 9)

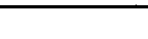
cc: Chief, Plans Staff, OP
with attachment

Distribution:
Orig. and 1 - Addressee
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DOC	2	REV DATE	22-6-81	BY	
ORIG COMP		OPI	32	TYPE	01
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DD/Pers/PD  lfb (17 Oct 55)

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On the last tab of your minutes, gentlemen, is the next item, which we are putting in here as item 4 of the agenda, just before tab A, and this concerns the Career Development Program, both the senior and junior programs. [Indicating Staff Study addressed to Chairman, CIA Career Council, Subject: Positions for Career Development Program, dated 15 September 1955, signed by [] DD/Pers/PD.] 25X1A9A

Mr. Helms has asked us for action on the group listed in tab A, starting with a man named [] on page 2 at the bottom of tab A. 25X1A9A
There are no positions in the new ceiling for these Career Development slots. I had a brief talk this morning with Colonel White on this subject, and maybe he would like to comment now on this.

COLONEL WHITE: I hadn't read the paper Harry mentioned--this morning--but whatever formula is going to be worked out I feel sure it should be worked out within the framework of the overall Agency ceilings that were set. The Director was very firm in setting that ceiling. Together with Harry--we offered the Director several ways in which he might approach the ceiling problem, and the system which he accepted was the one which provided for the least increase. So I don't know if he is going to be inclined at all to raise that in any way. I haven't read this paper, though. I think whatever we do has to be worked out within the framework of the overall Agency ceiling, and that the Director would not approve or feel kindly toward our recommending that this be in addition to the overall Agency ceiling.

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MR. [] I don't think we need more slots over and above the Agency ceiling. It's an adjustment which needs to be made in order to get these two programs out of the bind that they are in. For example, there are three persons, as you will see on tab A, at the top of the page: [] 25X1A9A
[] from Training, and [] 25X1A9A
from ORR, [] from OCI and [] from OSI--all of these 25X1A9A
slots in Career Development slots have expired. The job is finished.

MR. KENT: Where are the bodies?

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MR. [] The bodies are floating around wondering what slot

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they are going to be in, and the components which agreed to take them back no longer have slots to take them back, so there is an adjustment of responsibility for the slots and where the slots are located to permit actions to take place. FE, for example, with whom I just talked to today, is not able to take back [] who are ready to go back.

COLONEL WHITE: May I ask why they are not ready to take them back?

MR. [] Because they no longer have slots for them.

COLONEL WHITE: That's no reason.

MR. KIRKPATRICK: I agree.

MR. [] I know it's no reason but they are on these CD slots, which means that for the ones that are ready to go into the program, including [] at the National War College, there is no slot for them to go into because the others can't vacate the slots.

COLONEL WHITE: If these people were good enough to be recommended to go into the Junior Career Development Program, then it would seem to me somebody ought to be glad to get them. We will have thousands of situations that will come up like this.

MR. [] These are senior, not junior--

COLONEL WHITE: We will have literally thousands of cases that are going to come up in the next couple of years, where a component of the Agency is going to say, "Yes, I would like to have this man but I don't have a place to put him." I think the only solution is to say, "Put him wherever you want him and double-slot him, and then with your turnover you absorb him." I don't think there is any other solution to the thousand cases that are going to come up that just don't happen to be Career Development slots.

MR. KENT: Am I correct in believing that these men are sort of in the market for a job at the moment?

MR. [] Excuse me, - we're taking all of our people. Our people are all coming back.

MR. KENT: They look like pretty good buys.

COLONEL WHITE: If people don't want them there is something wrong with Junior Career Development. You have the same problem on the JOT program. We have had 20-odd JOT's who have finished their JOT training and are ready now to carry their full load in some component of the Agency, but we can't

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continue to carry them in some JOT slot. They must be transferred even if it temporarily puts a particular component in excess of its established ceiling, in order that we can free those slots to bring in more JOT's.

That's the only way we can solve it.

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MR. [] If the Council will authorize double-slotting in order to free the log jam--

MR. KIRKPATRICK: I don't think that is any responsibility of the Career Council.

COLONEL WHITE: I will authorize it, if it is my responsibility.

MR. KIRKPATRICK: Red, in authorizing this I'd also like to have somebody look at the units and see what is the matter with them.

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MR. [] They can't take [] on 1 October because they don't have a slot. 25X1A9A

COLONEL WHITE: I don't think this is a Career Council problem. This is a straight T/O problem, which is something I am responsible for through the Management Staff.

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MR. [] It's only a Career Council problem because of the JCD, and because these programs were previously allocated 40 positions in the senior program and 30 in the JCD, and 29 are now allocated to the senior program and four to the JCD. And on the last page of this table here, you will see that there are four people who are approved for the JCD program while this slot business was in motion, and there are now no longer slots for those four people in the JCD program.

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MR. KIRKPATRICK: You have [] " Isn't that [] 25X1A9A

25X1A9A []

MR. REYNOLDS: Yes, it's [] 25X1A9A

COLONEL WHITE: Maybe we might want to take a look, or this requires some study to see whether there should be a realignment of the allocation as to JCD's. That might be in order. But I think the mere placing of these four people is something we don't need to bother with here.

MR. REYNOLDS: May I crystallize this, gentlemen, by asking if it meets with the approval of the Council to give this to the DD/S to instruct the Director of Personnel to make these arrangements for slotting, etc., subject to his approval?

MR. KIRKPATRICK: Agree. And, Harry, I'd like to make one addition

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to that, and that is I think it will have a frightful affect on the morale of our Career Service and the people going into Career Development slots if the word got around that they weren't going to get back into their old units because the slots weren't available. We have a bad enough situation with people saying, "I don't want to change assignment because I might not find my desk there when I get back." But if word gets around--here is something sponsored by the Career Service, and here is one fellow that has been in the program eight months, and after eight months his Division says, "We can't take him back because we haven't got a slot"--

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MR. [] The individuals are the ones that are calling me to find out what is going to happen to them. That is why I bring it to the Council. I have no one to tell them to go to.

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MR. KIRKPATRICK: [] says the DD/I has been taken care of.

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MR. [] There has been no question on ours coming back.

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DR. []: This is the first time this has come up as a problem. If you are getting calls transfer them to us so we know what the problem is.

MR. REYNOLDS: With Mr. Kirkpatrick's amendment, is that satisfactory?

COLONEL WHITE: May I understand the motion, Harry?

MR. REYNOLDS: I am talking about arranging the mechanics of the thing, and, subject to your approval, I will so do. And Mr. Kirkpatrick's amendment on it is substantially this, as I understand, that there is to be no statement made of any kind, by the Council or anybody in it, that anybody is going to be without a job if they have been good enough to be selected for the Career Development Program.

MR. KIRKPATRICK: Or, in essence, saying, "Let's get the machinery oiled so it works the way it should."

MR. REYNOLDS: Okay, that will be done.

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MR. [] Mr. Chairman, I don't want to complicate the life of the Council, but I wouldn't know what to do about these last four persons for whom there is no slot available. They have been selected for the JCD Program but there aren't any slots into which they can go.

MR. REYNOLDS: They will have to be double-slotted into the office

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Matt Baird and I--the first one we named--they will have to be double-slotted into that, and when it comes time to change they will have to be double-slotted into the next office. That is all we can do. Isn't that correct, Red?

COLONEL WHITE: That was what was bothering me. You have 29 slots in the senior program and only four in the junior program, so maybe there needs to be a little adjustment there. Maybe we can make a readjustment within the overall total without getting into the complication of a personnel action every time a man moves from one office to another in his training. I don't know. We ought to look into that.

MR. REYNOLDS: That, again, concerns the mechanics of the thing, which I can take up and submit to you for approval, within the ceiling.

COLONEL WHITE: Yes.

MR. REYNOLDS: Any further comments or questions on this one? I think we can work it out alright.